



DEPARTMENT OF THE ARMY
U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL
264th MEDICAL BATTALION, 32^d MEDICAL BRIGADE
2108 9TH STREET, STE 105, BLDG 1385
FORT SAM HOUSTON, TEXAS 78234-5105

REPLY TO
ATTENTION OF

MCCS-AD

31 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity and Prevention of Sexual Harassment (Policy Memorandum #3)

1. Purpose: To establish the Battalion's Equal Opportunity and Sexual Harassment Policy IAW AR 600-20 and AR 690-600.
2. Applicability: This policy applies to all Commanders, Soldiers, and DA civilians that are assigned or attached to the 264th Medical Battalion. This policy applies on-post and off-post; during duty hours and non-duty hours; and in working, living, and recreational environments.
3. Policy:
 - a. The policy of the United States Army is to provide equal opportunity and treatment for uniformed members, their families, and Department of the Army civilians. Soldiers shall not be discriminated against based on race, religion, gender, national origin, or color. In addition to race, religion, gender, national origin, and color, DA civilians shall not be discriminated against based on age or disability. Sexual harassment, a component of the Army's equal opportunity program, is form of gender discrimination and will not be tolerated. Equal Opportunity and the prevention of sexual harassment are not only the right things to do; they are a military and economic necessity with a direct impact on readiness.
 - b. There is zero-tolerance for unlawful discrimination and sexual harassment. All members of this command must know that they will be treated fairly and with dignity and respect. As such, I expect all commanders and leaders to create and maintain a positive command climate with an environment free of unlawful discrimination and sexual harassment. Should allegations of this nature arise, I expect commanders and leaders to investigate promptly and thoroughly, take appropriate action as necessary, and ensure personnel who file complaints are protected from threats or acts of reprisal.
 - c. I encourage the participation in and attendance of cultural and gender awareness events as a tool for reinforcing the Army's equal opportunity principles.

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d. The preferred method of handling a complaint is through the chain of command. Contact your equal opportunity representative to assist with the concern immediately if you feel you have been discriminated against or sexually harassed. Prompt attention is required on this matter.

e. Our Soldiers and civilian employees are professionals. Each contributes a richness and depth of experience and skills that enable our battalion to train and prepare Soldiers to meet the Army's operational requirements. All members of this command deserve nothing less than equal opportunity, fair treatment and an environment free of sexual harassment.

4. This policy is punitive, and offenders may be subject to non-judicial or judicial action IAW the Uniform Code of Military Justice.

5. A copy of this policy will be permanently posted on all unit equal opportunity bulletin boards within the 264th Medical Battalion.



WILLIAM P. LACHANCE
LTC, MS
Commanding

DISTRIBUTION:

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